



REPUBLIC OF THE PHILIPPINES
SECURITIES AND EXCHANGE COMMISSION
Ground Floor, Secretariat Building, PICC
City Of Pasay, Metro Manila

COMPANY REG. NO. AS94008811

CERTIFICATE OF FILING OF AMENDED BY-LAWS

KNOW ALL PERSONS BY THESE PRESENTS:

THIS IS TO CERTIFY that the Amended By-Laws of

ACE ENEXOR, INC.

(Formerly: PHINMA PETROLEUM AND GEOTHERMAL INC.)

copy annexed, adopted on July 23, 2019 by majority vote of the Board of Directors and on September 17, 2019 by the vote of the stockholders owning or representing at least two-thirds of the outstanding capital stock, and certified under oath by the Corporate Secretary and majority of the said Board was approved by the Commission on this date pursuant to the provisions of Section 47 of the Revised Corporation Code of the Philippines, Republic Act No. 11232, which took effect on February 23, 2019, and copies thereof are filed with the Commission.

IN WITNESS WHEREOF, I have set my hand and caused the seal of this Commission to be affixed to this Certificate at Pasay City, Metro Manila, Philippines, this 11th day of November, Twenty Nineteen.


DANIEL P. GABUYO
Assistant Director
SO Order 1188 Series of 2018

MGT/qba

AMENDED BY-LAWS

OF

ACE ENEXOR, INC.

(Formerly PHINMA Petroleum and Geothermal, Inc.)

(As amended during the meeting of the Board of Directors held on 23 July 2019 and approved during the Annual Shareholders Meeting held on 17 September 2019)

ARTICLE I

OFFICES

SECTION 1. PRINCIPAL OFFICE. The principal office of the Corporation shall be located in 4th Floor, 6750 Office Tower, Ayala Avenue, Makati City. *(As amended during the meeting of the Board of Directors held on 23 July 2019 and approved during the Annual Shareholders Meeting held on 17 September 2019)*

SECTION 2. OTHER OFFICES. The Corporation may also have a branch office or branch offices at such other place or places within or outside the Philippines as the Board of Directors may from time to time determine as the business of the Corporation may require.

ARTICLE II

SHARES OF STOCK AND THEIR TRANSFER

SECTION 1. CERTIFICATES OF STOCK. Each stockholder shall be entitled to receive one or more certificates of stock showing the number of shares registered in his name upon full payment of his subscription, together with interest and expenses thereon, if any, is due. The certificates of stock shall be signed by the President or the Vice-President and countersigned by the Secretary or Assistant Secretary of the Corporation and sealed with its corporate seal. They shall be issued in consecutive numerical order and in such form as shall be approved by the board of Directors.

The signature of the President or Vice President and the counter signature of the Secretary may be done by an individual and manual signing by such officer(s) or by a facsimile of either or both of their signatures. However, no certificate may be signed by facsimile by the duly authorized signing officers of the Transfer Agent of the Corporation, but the same must be manually and originally signed by the authorized signing officers of the Transfer Agent.

SECTION 2. TRANSFER OF STOCK. Subject to the restrictions on transfer as appears in the Articles of Incorporation, transfer of shares of capital stock of the Corporation shall be made only on the books of the Corporation by the holder thereof, or by his duly authorized attorney-in-fact or legal representative, in such manner as to show the names of the parties to the transaction, the date of the transfer, the number of the certificate(s) and the number of shares transferred, and upon such transfer, the old certificate(s) shall be surrendered to the Corporation by the delivery thereof to the person in charge of the stock and transfer books and ledgers, or to such other person as the Board of Directors may designate, by whom it/they shall be cancelled, and new certificate(s) shall be issued. The term

“person” or “persons” used herein shall be deemed to include any firm or firms, corporation or associations. Whenever any transfer of shares shall be made for collateral security and not absolutely, such fact, if known to the Secretary or to the transfer agent, shall be so expressed in the entry of the transfer.

SECTION 3. ADDRESSES OF STOCKHOLDERS. Each stockholder shall designate to the Secretary of the Corporation an address at which notices of meetings and all other corporate notices may be served upon or mailed to him, and if any stockholder shall fail to designate such address, corporate notices may be served upon him by mail at his last known post office address.

SECTION 4. LOST, DESTROYED AND MUTILATED CERTIFICATES. The holder of any stock of the Corporation shall immediately notify the Corporation of any loss, destruction or mutilation of the certificates therefor, and the Board of Directors may cause to be issued to him a new certificate(s) of stock, upon the surrender of the mutilated certificate or, in case of loss or destruction of the certificate, upon compliance with the procedure required under Section 73 of the Corporation Code. The Board of Directors may require the owner of the lost or destroyed certificate or his legal representative to give the Corporation a bond in such sum, not exceeding the book value of such stock, and with such surety or sureties, as it may direct, to indemnify the Corporation against any claim that may be made against it on account of the alleged loss or destruction of any such certificate.

SECTION 5. CLOSING OF TRANSFER BOOKS. The Board of Directors may, by resolution, direct that the stock and transfer books of the Corporation be closed for a period not exceeding twenty (20) days preceding the date of any meeting of stockholders, or the date for the payment of any dividend, or the date for the allotment of rights, or the date when any change or conversion or exchange of capital stock shall go into effect, as a record date for the determination of the stockholders entitled to notice of, and to vote at, any such meeting, or entitled to receive payment of any such dividend, or to any such allotment of rights, or to exercise the rights in respect of any change, conversion or exchange of the capital stock, and in each such case only such stockholders as shall be stockholders of record on the date so fixed shall be entitled to notice of, or to vote at, such meeting, or to receive payment of such dividend, or to receive such allotment of rights, or to exercise such rights, as the case may be, notwithstanding any transfer of any stock on the books of the Corporation after such record date as aforesaid.

SECTION 6. SUBSCRIPTIONS. Unpaid subscription to the capital stock of the Corporation shall be due and payable at any time or from time to time as they shall be declared due and payable by the Board of Directors. Unless otherwise provided in the subscription agreement, no interest shall be due on unpaid subscriptions until such subscriptions are declared delinquent.

ARTICLE III

MEETINGS OF STOCKHOLDERS

SECTION 1. PLACE OF MEETINGS. All meetings of stockholders shall be held at the principal office of the Corporation unless written notices of such meetings should fix another place within Metropolitan Manila, Philippines.

SECTION 2. ANNUAL MEETINGS. The annual of stockholders for the election of directors and for the transaction of such other business as may come before the meeting shall be held on any business day in April of each year, at such date and time as may be fixed by the Board of Directors. If the election of directors shall not be held on the day designated for the annual meeting or at any adjournment of such meeting, the Board of Directors shall cause the election to be held at special meeting as soon thereafter as the same may conveniently be held. At such special meeting, the stockholders may elect the directors and transact other business as stated in the notice of the meeting with the same force and effect as at an annual meeting duly called and held. *(As amended on 15 January 2001 by the Board of Directors and by the shareholders)*

SECTION 3. SPECIAL MEETINGS. Special meetings of the stockholders may be called at any time by resolution of the Board of Directors or by order of the Chairman of the Board or the President or upon the written request of stockholders registered as owners of one-third (1/3) of the total outstanding stock having voting powers. Such request shall state the purpose(s) of the proposed meeting.

SECTION 4. NOTICE OF MEETINGS. Except as otherwise provided by law, written or printed notice of all annual and special meetings by stockholders, stating the place and time of the meeting and if necessary, the general nature of the business to be considered, shall be transmitted by personal delivery, mail, telegraph, facsimile or cable to each stockholder of record entitled to vote thereat at his address last known to the Secretary of the Corporation, at least ten (10) days before the date of the meeting, if an annual meeting, or at least five (5) days before the date of the meeting, if a special meeting. Except where expressly required by law, no publication of any notice of a meeting of the stockholders shall be required. If any stockholder shall in person or by attorney-in-fact authorized in writing or by telegraph cable or facsimile, waive notice of any meeting, whether before or after the holding of such meeting, notice need not be given to him. Notice of any adjourned meeting of the stockholders shall not be given, except when expressly required by law. No failure or irregularity of notices of any regular meeting shall invalidate it.

SECTION 5. QUORUM. At each meeting of the stockholders, the holder(s) of a majority of the outstanding capital stock of the Corporation having voting powers, who is or are present in person or represented by proxy, shall constitute a quorum for the transaction of business, save in those cases where the Corporation Code requires the presence at the meeting, in person or by proxy, of a greater proportion of the outstanding capital stock. In the absence of a quorum, the stockholders of the Corporation present in person or represented by proxy and entitled to vote, by majority vote, or in the absence of all stockholders, any officer entitled to preside or act as Secretary at such meeting, shall have the power to adjourn the meeting from time to time, until stockholders holding the requisite amount of stock shall be present or represented. At any such adjourned meeting at which a quorum may be present any business may be transacted at the meeting as originally called. The absence from any meeting of the number required by the laws of the Republic of the Philippines or by the Articles of Incorporation or these By-Laws for action upon any given matter shall not prevent action at such meeting upon any other matter or matters which may properly come before the meeting, if the number of stockholders required in respect of such other matter or matters shall be present.

SECTION 6. ORGANIZATION OF MEETING. At every meeting of the stockholders, the Chairman of the Board, or in his absence, the Vice-Chairman, or in his absence, the President, or in the absence of Chairman and the Vice-Chairman of the Board and the President, a Chairman chosen by the

stockholders present in person or by proxy and entitled to vote thereat, by majority vote, shall act as Chairman. The Secretary shall act as secretary at all meetings of the stockholders. In the absence from any such meeting of the Secretary, the Assistant Secretary shall, or if there be none, the Chairman may appoint any person to act as secretary of meeting.

SECTION 7. VOTING. At every meeting of the stockholders, each stockholder shall be entitled to vote in person or by proxy and, unless otherwise provided by law, he shall have one vote for each share of stock entitled to vote and recorded in his name in the books of the Corporation. At all meeting of the stockholders, all elections and all questions shall be decided by the plurality of vote of stockholders present in person or by proxy and entitled to vote thereat, a quorum being present, except in cases where other provisions is made by statute. Unless required by law, or demanded by stockholder present in person or by proxy at any meeting, and entitled to vote thereat, the vote on any question need not be by ballot. On a vote by ballot, each ballot shall be signed by the stockholder voting, or in his name by proxy if there be such proxy, and shall state the number of shares voted by him.

SECTION 8. PROXIES. Any stockholder not present at any annual or special meeting of the stockholders may vote the share or shares standing in his name on the stock transfer books of the Corporation by proxy, such proxy to be dated, signed and to designate the person or persons name as proxy, and these proxies must be filed with the Secretary three (3) days before the date of the stockholders' meeting.

ARTICLE IV

BOARD OF DIRECTORS

SECTION 1. GENERAL POWERS. Unless otherwise provided by law, the powers, business and property of the Corporation shall be exercised, conducted and controlled by the Board of Directors.

SECTION 2. NUMBER, QUALIFICATIONS & TERM OF OFFICE. The number of directors shall be as fixed in the Articles of Incorporation. Each director shall own in his own right at least one (1) share of the capital stock of the Corporation, the directors shall be elected annually in the manner provided in these By-Laws and each director shall hold office until the annual meeting held next after his election and until his successor shall have been elected and shall have qualified, or until his death or until he shall resign or shall have been removed in the manner hereinafter provided. The directors named in the Articles of the Incorporation of the Corporation and their successors in accordance with these By-Laws shall hold office until the first annual meeting of the stockholders for the election of directors and until their successors shall have been elected and shall have qualified.

SECTION 3. ELECTION OF DIRECTORS. At each meeting of the stockholders for the election of directors, at which a quorum is present, the persons receiving the highest number of votes of the stockholders present on person or by proxy and entitled to vote shall be the directors. In case of any increase in the number of directors, the additional directors may be elected by the stockholders (i) at the first annual meeting held after such increase has been approved, (ii) or at a special meeting called for the purpose, or (iii) at the same meeting authorizing the increase of directors if so stated in the notice of the meeting.

SECTION 4. QUORUM AND MANNER OF ACTING. Except as otherwise provided by statute, by the Articles of Incorporation of these By-Laws, a majority of the number of directors specified in the Article of Incorporation shall constitute a quorum for the transaction of business at any meeting, and the act of a majority of the directors present at any meeting at which there is a quorum shall be valid as a corporate act. In the absence of a quorum, a majority of the directors present may adjourn any meeting from time to time until a quorum be had. Notice of any adjourned meeting need not be given.

SECTION 5. PLACE OF MEETING. The Board of Directors may hold its meeting at the principal office of the Corporation or at such other places within or outside the Republic of the Philippines as the Chairman and in his absence, the President may from time to time determine.

SECTION 6. ORGANIZATIONAL MEETING. The Board of Directors shall meet for the purpose of the organization, the election of officers and the transaction of other business, as soon as predictable after each annual election of directors and on the same day, at the same place at which regular meetings of the Board of Directors are held. Notice of such meetings need not be given. Such meeting may be held at any other time or place which shall specified in the notice given as hereinafter provided special meeting of the Board of Directors or in a consent and waiver notice thereof signed by all the directors.

SECTION 7. REGULAR MEETINGS. Regular meetings of the Directors shall be held at such places and at such times as the Chairman, or in his absence, the President shall from time to time determine. If any day fixed for a regular meeting shall be a legal holiday at the place where the meeting is to be held, then the meeting which would otherwise be held on that day shall be held at the same hour on the next succeeding business day not a legal holiday. Notice of regular meetings need not be given.

SECTION 8. SPECIAL MEETINGS; NOTICE. Special meetings of the Board of Directors shall be held when called by the Chairman of the Board, or the President, or by the Secretary at the request of any two (2) of the directors. Notice of each such meetings shall be mailed to each director, addressed to him at his residence or usual place of business, at least two (2) days before the day on which the meeting is to be held, or shall be sent to him at such place by telegraph, cable or facsimile, or be delivered personally or by telephone, not later than the day before the day on which the meeting is to be held. Every such notice shall state the time and place of the meeting but need not state the purpose thereof except as otherwise in these By-Laws expressly provided. Notice of any meeting of the Board need not be given to any director, if waived by him in writing or by telegraph, cable or facsimile whether before or after such meeting is held or if he shall be present at the meeting.

SECTION 9. RESIGNATIONS. Any director of the Corporation may resign at any time by giving written notice to the Chairman of the Board, the President or the Secretary of the Corporation. The resignation of any director shall take effect at the time specified therein and unless otherwise specified therein, the acceptance of such resignation shall not be necessary make it effective.

SECTION 10. REMOVAL OF DIRECTORS. Any director may be removed, either with or without cause, at any time, by the affirmative vote of the stockholders holding or representing at least two-thirds (2/3) of the outstanding capital stock to vote at a regular meeting or at a special meeting of the stockholders called for the purpose and held after due notice as provided in Section 28 of the Corporation Code. The vacancy in the Board caused by any such removal may be filled by the

stockholders at such meeting without further notice, or at any regular or at any special meeting called for the purpose after giving notice as prescribed by the Corporation Code.

SECTION 11. VACANCIES. Any vacancy in the Board of Directors caused by death, resignation, disqualification, or any other cause, except by removal or expiration of term may be filled by the majority vote of the remaining directors then in office, constituting a quorum, and each director so elected shall hold office for a term to expire at the next annual election of directors, and until his successor shall be duly elected and qualified, or until his death, resignation or removal in the manner herein provided.

SECTION 12. COMPENSATION. Except for reasonable per diems, directors, as such, shall be entitled to receive only such compensation as may be granted to them by the vote of the stockholders representing at least a majority of the outstanding capital stock at a regular or special meeting of the stockholder. In no case shall the total yearly compensation of directors, as such, exceed 10% of the net income before income tax of the Corporation during the preceding year.

ARTICLE IV-A: Election of Independent Directors

(As amended on 28 August 2012)

SECTION 1. INDEPENDENT DIRECTORS. The Corporation shall have at least three (3) Independent Directors or at least thirty percent (30%) of the total number of directors of the Corporation, whichever is higher, but in no case less than three. Such independent directors shall have all of the qualifications and none of the disqualifications provided for in these By-laws and the pertinent laws, rules and regulations.

SECTION 2. DEFINITION OF INDEPENDENT DIRECTORS. Independent Director means a person who, apart from his fees and shareholdings, is independent of the management of the Corporation and free from any business or other relationship which could, or could reasonably be perceived to, materially interfere with his exercise of independent judgment in carrying out his responsibilities as a director of the Corporation and includes, among others, a person who:

- i. Is not a director or officer of the Corporation or of its related companies or any of its substantial shareholders except when the same shall be an independent director of any of the foregoing;
- ii. Does not own more than two percent (2%) of the outstanding shares of the Corporation and/ or its related companies or any of its substantial shareholders;
- iii. Is not related to any director, officer or substantial shareholder of the Corporation, any of its related companies or any of its substantial shareholders;

For this purpose, relatives include spouse, parent, child, brother, sister and the spouse of such child, brother or sister;

- iv. Is not acting as a nominee or representative of any director or substantial shareholder of the Corporation and/ or any of its related companies and/ or any of its substantial shareholders, pursuant to a Deed of Trust or under any contract or arrangement;

v. Has not been employed in any executive capacity by the Corporation, any of its related companies and/ or by any of its substantial shareholders within the last five (5) years; /

vi. Is not retained, either personally or through his firm or any similar entity, as professional adviser by the Corporation or any of its related companies and/ or any of its substantial shareholders, within the last five (5) years; /

vii. Has not engaged and does not engage in any transaction with the Corporation or any of its related companies and/ or with any of its substantial shareholders, whether by himself and/or with other persons and/or through a firm of which he is a partner and/or a company of which he is a director or substantial shareholder, other than transactions which are conducted at arm's length and are immaterial. /

When used in this Section:

A. Related company means another company which is: (a) its holding company; (b) its subsidiary; or (c) a subsidiary of its holding company; and /

B. Substantial shareholder means any person who is directly or indirectly the beneficial owner of more than ten percent (10%) of any class of its equity security. /

SECTION 3. QUALIFICATIONS OF AN INDEPENDENT DIRECTOR. An Independent Director shall have the following qualifications: /

- a) He shall have at least one (1) share of stock of the Corporation;
- b) He shall be at least a college graduate or he shall have been engaged or exposed to the business of the Corporation for at least five (5) years;
- c) He shall possess integrity/probity; and
- d) He shall be assiduous. /

SECTION 4. DISQUALIFICATIONS OF AN INDEPENDENT DIRECTOR. No person enumerated under Article 3(E) of the Revised Code of Corporate Governance or any successor Code, shall qualify as an Independent Director. He shall likewise be disqualified during his tenure under any of the following instances or causes: /

- i. He becomes an officer or employee of the Corporation, or becomes any of the persons enumerated under Article 3(E) of the Revised Code of Corporate Governance or any successor provision or Code; /
- ii. His beneficial security ownership exceeds two percent (2%) of the outstanding capital stock of the Corporation; /
- iii. Fails, without any justifiable cause, to attend at least fifty percent (50%) of the total number of Board meetings during his incumbency; /

- iv. Such other disqualifications which the Corporation's Manual on Corporate Governance provides.

SECTION 5. NOMINATION. Nomination of Independent Director/s shall be conducted by the Nomination and Governance Committee of the Corporation prior to a stockholders' meeting. All recommendations shall be signed by the nominating stockholders together with the acceptance and conformity of the would-be nominees.

The Nomination and Governance Committee shall pre-screen the qualifications and prepare a Final List of candidates which shall contain all information about all nominees for independent directors, as required under Part IV (A) and (C) of Annex "C", Rule 12 of the Amended Implementing Rules and Regulations of the Securities Regulation Code (the "SRC Rules"), which list, shall be made available to the Securities and Exchange Commission (the "SEC") and to all stockholders through the filing and distribution of the Information Statement and Proxy Statement, or in such other reports the Corporation is required to submit to the SEC. The name of the person or group of persons who recommended the nomination of the Independent Director shall be identified in such report including any relationship with the nominee.

Only nominees whose names appear on the Final List of Candidates shall be eligible for election as Independent Director/s. No other nomination shall be entertained after the Final List of Candidates shall have been prepared. No further nomination shall be entertained or allowed on the floor during the actual annual stockholders' meeting.

SECTION 6. ELECTION OF INDEPENDENT DIRECTORS. Except as those required under Rule 38 of the SRC Rules and subject to pertinent existing laws, rules and regulations of the SEC, the conduct of the election of Independent Director/s shall be made in accordance with the standard election procedures of the Corporation or its By-laws.

It shall be the responsibility of the Chairman of the meeting to inform all stockholders in attendance of the mandatory requirement of electing Independent Director/s. He shall ensure that Independent Director/s are elected during the stockholders meeting

Specific slots for Independent Director/s shall not be filled up by unqualified nominees. In case of failure of election for Independent Director/s, the Chairman of the Meeting shall call a separate election during the same meeting to fill up the vacancy.

SECTION 7. CONTROVERSY IN SELECTION, NOMINATION OR ELECTION OF INDEPENDENT DIRECTORS. Any controversy or issue arising from the selection, nomination or election of independent directors shall be resolved by the SEC by appointing Independent Directors from the list of nominees submitted by the stockholders.

SECTION 8. TERMINATION/CESSATION OF INDEPENDENT DIRECTORSHIP. In case of resignation, disqualification or cessation of independent directorship and only after notice has been made with the SEC within five (5) days or such other period as the SEC may mandate, from such resignation, disqualification or cessation, the vacancy shall be filled by the vote of at least a majority of the remaining directors, if still constituting a quorum, upon the nomination of the Nomination

Committee. Otherwise, said vacancies shall be filled by the stockholders in a regular or special meeting called for that purpose. An Independent Director so elected to fill a vacancy shall serve only for the unexpired term of his predecessor in office.

ARTICLE V: Committees

SECTION 1. EXECUTIVE COMMITTEE. The Committee shall be composed of not less than three (3) but not more than five (5) members, majority of whom shall be citizens of the Philippines, and shall designate among the members of the Committee a Chairman and a Vice Chairman. The Board may, from time to time, increase the membership of the Committee, and appoint additional members therein, who may or may not be Directors. Except as provided in Section 34 of the Revised Corporation Code of the Philippines, the Committee shall act on such specific matters within the competence of the Board as may from time to time be delegated to it. (As amended during the meeting of the Board of Directors held on 23 July 2019 and approved during the Annual Shareholders Meeting held on 17 September 2019)

ARTICLE V-A: Corporate Governance and Nomination Committee

SECTION 1. CREATION. The Committee shall be composed of at least three (3) Directors, all of whom shall be Independent Directors.

SECTION 2. FUNCTION. The Committee shall be tasked to ensure that good corporate governance principles and practices are being complied with and observed by the Corporation, and to determine the nomination and election process for the Corporation's Directors. (As amended during the meeting of the Board of Directors held on 23 July 2019 and approved during the Annual Shareholders Meeting held on 17 September 2019)

ARTICLE V-B: Audit Committee.

SECTION 1. CREATION. The Committee shall be composed of at least three (3) Non-Executive Directors, majority of whom shall be Independent Directors chaired by an Independent Director, who shall not chair any other Committee. The Chairman should not be the chairman of the Board or of any other committees.

SECTION 2. FUNCTION. The Committee shall be responsible for ensuring that adequate, effective and adequate financial reporting, internal control, internal and external audit, and compliance systems are established and maintained. (As amended during the meeting of the Board of Directors held on 23 July 2019 and approved during the Annual Shareholders Meeting held on 17 September 2019)

ARTICLE V-C: Personnel and Compensation Committee

SECTION 1. CREATION. The Committee shall be composed of at least three (3) members, one of whom shall be an Independent Director.

SECTION 2. FUNCTION. The Committee shall be responsible for establishing a formal and transparent procedure for developing a policy on executive remuneration and for fixing the remuneration packages of corporate officers and Directors, ensuring that compensation is consistent with the Corporation's culture, strategy, and control environment and aligned with the long-term interests of the Corporation and stakeholders. (As amended during the meeting of the Board of Directors held on 23 July 2019 and approved during the Annual Shareholders Meeting held on 17 September 2019)

ARTICLE V-D: Board Risk Management and Related Party Transactions Committee

SECTION 1. CREATION. The Committee shall be composed of at least three (3) Non-Executive Directors, majority of whom shall be Independent Directors. An Independent Director shall chair the Committee. The Chairman should not be the chairman of the Board or of any other committee.

SECTION 2. FUNCTION. The Committee shall be responsible for the oversight of the Corporation's Enterprise Risk Management (ERM) system and for the review of all material related party transactions of the Corporation. (As amended during the meeting of the Board of Directors held on 23 July 2019 and approved during the Annual Shareholders Meeting held on 17 September 2019)

ARTICLE VI: Officers

SECTION 1. NUMBER. The officers of the Corporation shall be a Chairman of the Board, a Vice-Chairman, a President, one or more Vice-Presidents, a General Manager, a Secretary, a Treasurer and such other officers as may from time to time be elected or appointed by the Board of Directors. Any two or more positions may be held concurrently by the same person, except that no one shall, as President and Secretary or as President and Treasurer at the same time.

SECTION 2. ELECTION, TERM OF OFFICE & QUALIFICATIONS. The Chairman of the Board, the Vice Chairman, the President, the Vice President(s), the General Manager, the Secretary and the Treasurer shall be elected annually by affirmative vote of a majority of all the members of the Board of Directors. Each officer shall hold office until his successor is elected and qualified in his stead, or until he shall have resigned or shall have been removed in the manner hereinafter provided. Such other officers as may from time to time be elected or appointed by the Board of Directors shall hold office for such period, have such authority and perform such duties as are provided in these By-Laws or as the Board of Directors may determine. The Chairman of the Board, the Vice Chairman and the President shall be chosen from among the directors, and the Secretary shall be a resident and a citizen of the Philippines.

SECTION 3. REMOVAL. Any officer may be removed, either with or without cause, by the vote of a majority of the whole Board of Directors.

SECTION 4. RESIGNATIONS. Any officer may resign at any time by giving written notice to the Board of Directors, to the Chairman or Vice Chairman of the Board, or to the President. Any such resignation shall take effect on the date of receipt of such notice or at any later time specified therein;

and unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

SECTION 5. VACANCIES. A vacancy in any office because of death, resignation, removal, disqualification or any other cause may be filled for the unexpired portion of the term by the Board of Directors.

SECTION 6. CHAIRMAN OF THE BOARD. The Chairman of the Board shall, if present, preside at all meetings of the stockholders and of the Board of Directors. The Chairman shall also perform such other duties as shall from time to time be assigned to him by the Board of Directors.

SECTION 7. VICE CHAIRMAN OF THE BOARD. In the absence of the Chairman, the Vice Chairman of the Board shall preside at all meetings of the stockholders and of the Board of Directors. The Vice Chairman shall also perform such other duties as shall from time to time be assigned to him by the Board of Directors.

SECTION 8. PRESIDENT. The President shall be the chief executive officer of the Corporation and, subject to the control of the Board of Directors, shall have general supervision of the business and affairs of the Corporation. He shall, in the absence of the both the Chairman and the Vice Chairman of the Board, preside at all meetings of the stockholders and of the Board of Directors. He may sign with the Secretary any or all certificates of stock of the Corporation; provide the stockholders and the Board of Directors such reports, memoranda, accounts and data which may be required of him; and, in general, perform all duties incident to the office of the President and such other duties as may from time to time be assigned to him by the Board of Directors or as prescribed by these By-Laws.

SECTION 9. VICE PRESIDENTS. At the request of the President, any Vice President who is also a director, or in the absence or disability of the President, the most senior Vice President who is also a director, shall perform all the duties of President, and, when so acting, shall have the all the powers of, and be subject to all the restrictions upon, the President. Any Vice President shall perform such other duties as may, from time to time, be assigned to him by the Board of Directors or the President.

SECTION 10. THE GENERAL MANAGER. The General Manager shall exercise direct and active management of the business and operations of the Corporation; execute and implement the orders, resolutions and policies of the Board of Directors; submit such reports, memoranda, accounts and data which may be required of him by the President or the Board of Directors; and, in general, exercise such powers and perform such duties as may be incidental to his office of the management of the Corporation.

SECTION 11. THE SECRETARY. The Secretary shall keep or cause to be kept in books provided for the purpose the minutes of the meetings of the stockholders and of Directors; shall give, or cause to be given, notice of all meetings of stockholders and directors and all other notices required by law or by these By-Laws; and in the case of his absence or refusal or neglect to do so, any such notice may be given by any person directed by the President, or by the directors or stockholders, upon whose request the meeting is called as provided in theses By-Laws, shall be custodian of the records and of the seal of the Corporation and see that the seal or a facsimile thereof is affixed to all documents the execution of which on behalf of the Corporation under its seal is duly authorized in accordance with the provisions of these By-Laws, and shall attest the same; shall keep a register of the post office address

of each stockholder, and make all proper changes in such register, retaining and filling his authority for all such entries; shall see that the books, statements, certificates and all other documents and records required by law are properly kept and filed; may sign with the President any or all certificates of stock of the Corporation; shall, unless otherwise determined by the Board of Directors, have charge of the original stock books, transfer books and stock ledgers and act as transfer agent in respect of the stock and securities of the Corporation; and, in general, shall perform all duties incident to the office of the Secretary, and such other duties as may, from time to time, be assigned to him by the Board of Directors or by the President.

SECTION 12. THE TREASURER. The Treasurer shall give such bond for the faithful performance of his duties as the Board of Directors may require. He shall have charge and custody of, and be responsible for, all funds, securities, evidences of indebtedness and other valuable documents of the Corporation, and deposit all such funds in the name of the Corporation in such banks, trust companies or other depositories as shall be selected in accordance with the provisions of these By-Laws; at all reasonable times exhibit his books of account and records to any of the directors of the Corporation where such books and records are kept; when required by the President of the Board of Directors render a statement of the condition of the finances of the Corporation; receive, and give, or cause to be given, receipts for money due and payable to the Corporation from any source whatsoever, and pay out money as the business of the Corporation may require; and, in general, perform all the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him by the Board of Directors or by the President.

SECTION 12-A. THE COMPLIANCE OFFICER. The Board shall appoint a Compliance Officer who shall report directly to the Chairman. He shall monitor compliance by the corporation with the Revised Code of Corporate Governance and the rules and regulations of regulatory agencies, and if any violations are found, report the matter to the Board and recommend the imposition of appropriate disciplinary actions on the responsible parties and the adoption of measures to prevent a repetition of the violation; appear before the Commission when summoned in relation to compliance with the Revised Code of Corporate Governance and related rules and regulations; and issue certifications and explanations as required under Article 3(M) of the Revised Code of Corporate Governance. *(As amended on 28 August 2012.)*

SECTION 13. COMPENSATION. The Board of Directors shall fix the salaries and bonuses of all officers enumerated in this Article VI. The compensation of all other officers shall be left to the discretion of the President. The fact that any officer is a director shall not preclude him from receiving a salary or bonus or from voting upon the resolution fixing the same.

SECTION 14. INDEMNIFICATION OF DIRECTORS AND OFFICERS. The Corporation shall indemnify every director or officer, his heirs, executors and administrators against all costs and expenses reasonably incurred by such person in connection with any civil, criminal, administrative or investigative action, suit or proceeding (other than an action by the Corporation) to which he may be, or is, made a party by reason of his being or having been a director or officer of the Corporation, except in relation to matters as to which he shall be finally adjudged in such action, suit or proceeding to be liable for negligence or misconduct.

In the event of a settlement or compromise, indemnification shall be provided only in connection with such matters covered by the settlement as to which the Corporation is advised by counsel that the person to be indemnified did not commit a breach of duty as such director or officer.

The amount payable by way of indemnity shall be determined and paid only pursuant to a resolution adopted by a majority of the members of the Board of Directors.

The costs and expenses incurred in defending the aforementioned action suit or proceeding may be paid by the Corporation in advance of the final disposition of such action, suit, or proceedings as authorized in the manner provided for in the preceding paragraph upon receipt of an undertaking by or on behalf of the director or officer to repay such amount unless it shall ultimately be determined that he is entitled to be indemnified by the Corporation as authorized in this Section.

ARTICLE VII: DIVIDENDS AND FINANCE

SECTION 1. FISCAL YEAR. The accounting period of the Corporation shall be the calendar year commencing on the first day of January and ending on the thirty-first day of December. *(As amended on December 12, 2000 by the Board of Directors and on January 15, 2001 by the shareholders.)*

SECTION 2. DIVIDENDS. Cash and Stock dividends shall be declared only from the unrestricted surplus profit and shall be payable at such time and in such manner and in such amounts as the Board of Directors and stockholders respectively shall determine. No dividends shall be declared which would impair the capital of the Corporation.

SECTION 3. AUDITORS. Auditors shall be designated by the Board of Directors prior to the close of the business in each fiscal year, who shall audit and examine the books of account of the Corporation, and shall certify to the Board of Directors and the shareholders the annual balances of said books which shall be prepared at the close of the said year under the direction of the Treasurer. No director or officer of the Corporation, and no firm or corporation of which such officer or director is a member, shall be eligible to discharge the duties of Auditor. The compensation of the Auditor shall be fixed by the Board of Directors.

ARTICLE VIII: SEAL

The seal of the Corporation shall indicate the name of the Corporation and the year of its incorporation, and shall be in such design and size as may be approved by the Board of Directors.

ARTICLE IX: AMENDMENTS

All By-Laws of the Corporation shall be subject to amendment, alteration or repeal, and new By-Laws, not inconsistent with any provision of law may be made by the affirmative vote of a majority of the Board of Directors and a majority of the outstanding capital stock of the Corporation entitled to vote in respect thereof, given at annual meeting or at any special meeting, provided that notice of the proposed amendment, alteration or repeal of the proposed new By-Laws be included in the notice of such meeting.

The Board of Directors may likewise amend, alter or repeal By-Laws or adopt a new By-Laws, at any regular or special meeting of the Board, if authorized by the stockholders as provided in Section 48 of the Corporation Code.

The foregoing By-Laws were adopted by all subscribers of the Corporation on September 19, 1994 at the principal office of the Corporation.

IN ATTESTATION OF THE ABOVE, we the undersigned incorporators, at said meeting and voting thereat in favor of the adoption of said By-Laws have subscribed our names this 19th of September 1994 at Makati, Metro Manila.

(SGD) OSCAR J. HILADO
Incorporator

(SGD) MIGUEL A. MAGSAYSAY
Incorporator

(SGD) DR. MAGDALENO B. ALBARRACIN, JR.
Incorporator

(SGD) ANTONIO V. DEL ROSARIO
Incorporator

(SGD) BENJAMIN S. AUSTRIA
Incorporator

(SGD) ROBERTO M. LAVINA
Incorporator

ATTEST:

(SGD) JUAN J. DIAZ
Secretary of the Stockholders' Meeting